

Message

From: Nassif, Julianne (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=JULIANNE.NASSIF]
Sent: 8/3/2009 8:53:59 PM
To: Corbett, Kate (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=KATE.CORBETT]
Subject: RE: Request for reduced hours

Mai's position is already a permanent part-time position. You're definitely thinking along the right lines but because of the tight budget issues over the past few years, all positions that went part-time became part-time (i.e., there is no money in the budget to pay for the other half of her position).

Julie

From: Corbett, Kate (DPH)
Sent: Monday, August 03, 2009 2:51 PM
To: Nassif, Julianne (DPH)
Subject: RE: Request for reduced hours

Hi Julie,

I thought of another suggestion after we got off the phone this morning. Again, I don't know if this could work but Mai currently works 19hrs, would it be possible for me to work the 18.5hrs to make that a full position therefore freeing up a full position in the drug lab. Let me know your thoughts.

Thanks,
Kate

From: Nassif, Julianne (DPH)
Sent: Wed 7/29/2009 2:12 PM
To: Corbett, Kate (DPH)
Cc: Salemi, Charles (DPH); Cormier, Carol (EHS)
Subject: Request for reduced hours

Hi Kate,

I hope you are well and enjoying your time at [REDACTED]

Each request for a change in hours whether it be a reduction in hours, a compressed work week or simply a modification to regular hours is evaluated within the context of the work unit, in this case the Drug Laboratory. As the manager, I must consider not only the benefit to the employee requesting the change but also whether or not the change is feasible for the operation of the work unit.

As you are aware, the Drug Laboratory is currently short staffed due to loss of positions related to retirement and resignation. The result is long sample turn around times and a significant testing backlog. These problems are exacerbated by the recent US Supreme Court decision requiring oral testimony by chemists in all cases going to trial. Several times per week analysts are traveling to or testifying in court. The laboratory is struggling to meet the testing and court room demands. Your request to reduce your hours from 37.5 hours to 22.5 hours/week would have a significant negative impact on the functioning of the laboratory, as your position would likely become part-time permanently. As such, I cannot approve your current request for a reduction in hours. I have recently denied a similar

request in the Drug Laboratory. However after consultation with Chuck, we determined that a compressed work week or flexible hours would work for the laboratory if either of these options is helpful to you.

I appreciate the challenges and costs associated with returning to work. I hope that we can find a schedule that works for everyone. Please feel free to contact me to discuss further.

Julie

Julianne Nassif

Director, Division of Analytical Chemistry
William A Hinton State Laboratory Institute
Massachusetts Department of Public Health
305 South Street Boston, MA 01230
voice 617-983-6651 fax 617-983-6662
julianne.nassif@state.ma.us

From: Corbett, Kate (DPH)
Sent: Wednesday, July 29, 2009 12:04 PM
To: Nassif, Julianne (DPH)
Cc: Salemi, Charles (DPH); Cormier, Carol (EHS)
Subject:
Julie,

I just got off the phone with Chuck and he informed me that you were not going to allow me to reduce my hours. I understand that you recently let Liz reduce her hours to 20hrs/week and in the past people in the Drug Lab were allowed to reduce theirs, I would like to know why I am not allowed to do the same.

Kate